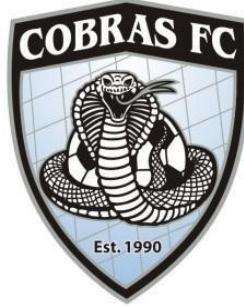


Cobras FC Enhanced Zero Tolerance Policy



- For the 2023 season the Cobras FC is no longer on probation with RDYSL.
- Because that status can change with only a few Zero Tolerance Violations, the Cobras FC Board is continuing with an enhanced Zero Tolerance policy for 2023 that includes a clear explanation of the RDYSL and Cobras FC behavioral expectations and ramifications if these expectations are not met. It also includes an awards package for teams that do meet Zero Tolerance expectations.
- Head coaches are responsible for communicating to assistant coaches, team managers and all parents, the behavioral expectations and the penalties associated with not adhering to these expectations.
- Coaches are fully responsible for the actions of their sidelines and should always be in close proximity to the sideline.

RDYSL LEAGUE & COBRAS FC EXPECTATIONS FOR COACHING STAFF AND SPECTATOR BEHAVIOR

Parents and Spectators

Spectator misconduct includes but is not limited to verbal abuse (of referee, opposing coach, player or another spectator), unauthorized entry to the field of play, fighting or threats. This includes actions prior to, during and after the game. The head coach is responsible for the conduct of their coaching staff and spectators. No parent or other spectator shall address the referee or assistant referees at any time. This includes but is not limited to:

1. Spectators shall not make derogatory comments to players or coaches of either team.
2. Spectators shall not dispute ANY calls during or after the game.
3. Spectators shall not advise the referee to watch certain players or attend to rough play.
4. Spectators shall not yell at the referee, EVER, including criticism, sarcasm, harassment, intimidation, discriminatory comments or feedback of any kind before, during, or after the game.

The only allowable exceptions to the above are:

1. Spectators may respond, using a positive and non-threatening tone, to a referee who has initiated a conversation with a parent or spectator.
2. Spectators may point out an emergency or safety issues, such as a player down on the field or observed lightning.

Coaching staff

It is the responsibility of all Cobras FC coaches to maintain the highest standards of conduct for themselves, their players and spectators in all matches. Failure to do so undermines the referee's authority and the integrity of the game, resulting in a hostile environment for players, the referee, coaches, bench personnel and spectators.

As role models for all of the participants and spectators, Cobras's FC coaches are expected to be supportive of, and to applaud the effort, good play, and sportsmanship on the part of all players in a contest. By example, coaches and bench personnel are expected to show that although they are competing in a game, participants at all times have respect for the opponent, referees and spectators.

Cobras FC will not tolerate negative behavior exhibited either by demonstrative actions and gestures or by ill-intentioned remarks, including those addressed toward the referees, players or coaches of an opposing team. Coaches exhibiting hostile, negative, sarcastic, or otherwise ill-intentioned behavior toward referees, opposing players or coaches will be subject to sanctions by the league and additional sanctions may be imposed by the Cobras FC.

Cobras FC coaches shall not interact directly or indirectly with the coaches or players or spectators of the opposing team during the game in any manner that may be construed as negative, hostile or sarcastic either by way of demonstrative actions and gestures or by ill-intentioned remarks. Coaches shall not offer dissent to any call made by the officials at any time.

Cobras FC coaches shall not address the referee during the game except to:

1. Respond in a positive and non-threatening way to a referee who has initiated a conversation
2. Point out emergency or safety issues
3. Make substitutions
4. Ask the referee to repeat a call (this should be infrequent and not impede on the flow of the game)
5. Ask for the time remaining (this should be infrequent and not impede on the flow of the game)

It is important to note that coaches and spectators are expected to maintain a positive behavior after the conclusion of the game as well.

Coaches are responsible for their actions and their spectators until they leave the location of the game.

COBRAS FC CLUB PENALTIES FOR ZERO TOLERANCE VIOLATIONS:

Each Zero Tolerance Violation will be reviewed by a committee appointed by the Board of Directors. After reviewing the specific circumstances of the violation and providing an opportunity for the coach and/or spectator to provide additional relevant information, the committee shall make a recommendation to the board regarding penalties and fines above and beyond those imposed by RDYSL. Upon completion of its review, the committee may recommend fines and penalties not to exceed the fines and penalties listed below. The final determination regarding additional fines/penalties will be determined by a vote of the Board of Directors.

First Cobras FC coach offense:

- Fine of up to \$200 due to the club
- The coach and their child may be suspended from attending the next RDYSL league game or until the club fine is paid.
- If the violating coach cannot be identified by the referee, coaching staff, or the sideline champion, the head coach may be held responsible and be subject to the fine and/or penalty described above.

Second coach offense:

- Fine of up to \$400 due to the club
- The violating coach may be suspended for the remainder of the season
- If the violating coach cannot be identified by the referee, coaching staff, or the sideline champion, the head coach may be held responsible and be subject to the fine and/or penalty described above.

First spectator/parent offense:

- Fine of up to \$200 due to the club
- The child associated with the spectator/parent may be suspended for the next RDYSL league game.
- If the violating spectator cannot be identified by the referee, coaching staff, or the sideline champion, the head coach may be held responsible and be subject to the fine and/or penalty described above.

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Second spectator/parent offense:

- Fine of up to \$400 due to the club
- Head coach may be fined up to \$200 due to the club
- The spectator/parent and their child may be banned from attending league games for the remainder of the season
- If the violating spectator/parent cannot be identified by the referee, coaching staff or the sideline champion, the head coach may be banned for the remainder of the RDYSL season.

COBRAS FC CLUB AWARDS FOR TEAMS MEETING ZERO TOLERANCE EXPECTATIONS:

In an effort to recognize teams participating in RDYSL that have had no Zero Tolerance violations throughout the season, the Club will provide:

- 1) Returning teams that have had no Zero Tolerance Violations throughout the season will receive \$50.00 from the club.
- 2) In addition each team that has had no Zero Tolerance Violations will receive an equal portion of all Zero Tolerance Violation fines collected by the club.
- 3) Finally, if the club were to be recognized by RDYSL as either a "Leader" or "Model" club, each returning team having no zero tolerance violations will receive an equal portion of the reward associated with these designations.

OTHER POINTS:

- Coaches are all empowered to remove a fellow coach or a spectator during a game if they feel zero tolerance expectations have been or will be violated.
- All fines must be paid prior to the coach, spectator and player returning to the next league game.
- If an RDYSL league game forfeit results from a coach or player suspension, the team will be responsible for paying the resulting RDYSL league fines.
- Risk management and players passes for those suspended, must be turned into team manager and will be returned after suspensions are fully served and fines are fully paid.
- All league and club suspensions not fully served in 2023 will be carried over to next season.
- In most instances the club will not be notified of an infraction until after the RDYSL game report is posted to the RDYSL website. In these instances, the coach will be notified as soon as the fine is recognized, at which point the committee will begin its review process.
- Cobras FC will delay a club enforced fine and/or suspension if the team can show that it has initiated the RDYSL appeal process within 72 hours of the league notification of a violation.

Pregame procedures to be followed by Cobras FC coaches prior to EVERY league game:

- All Cobras FC head coaches approach and introduce themselves to all officials
- Head coach may appoint a sideline champion (or champions) to assist with monitoring spectators. If the head coach elects to not appoint a sideline champion, the coaching staff will be responsible for monitoring their sideline